

REPORT TO THE STATE BOARD OF HEALTH On Health Workforce Diversity May 8, 2002

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OVERVIEW OF PRESENTATION

- What is Health Systems Quality Assurance?
- HSQA's new vision and mission statements
- Workforce Development Initiative-Diversity Component
- Project H.O.P.E.

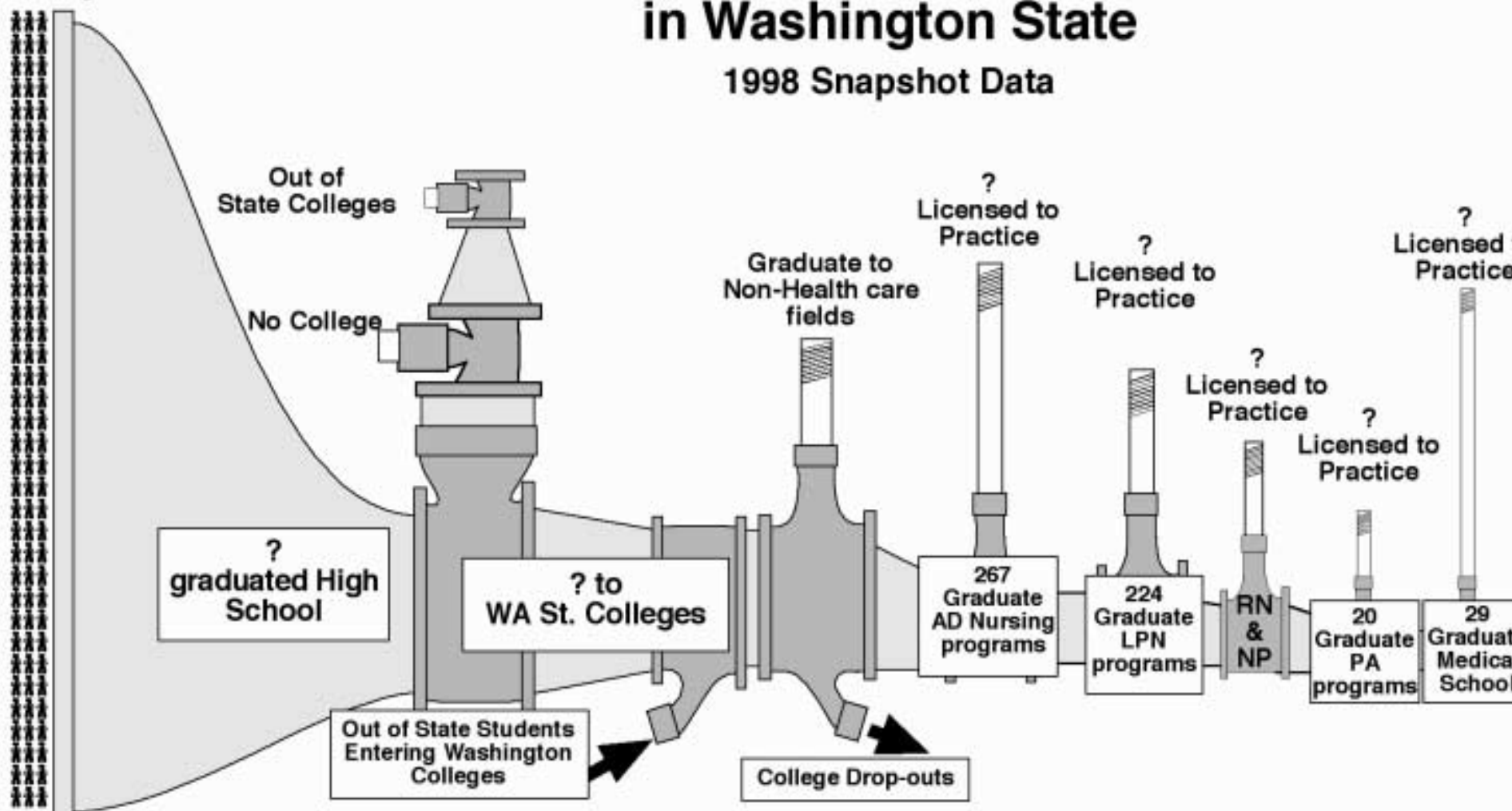
HEALTH SYSTEMS QUALITY ASSURANCE

- Facilities and Services Licensing
- Health Professions Quality Assurance
- Emergency Medical and Trauma Prevention
- Community and Rural Health

Minority Healthcare Workforce Academic Pipeline in Washington State

1998 Snapshot Data

16,022 enter
Kindergarten



WORKFORCE DEVELOPMENT

VISION

The health care workforce of the future will be sufficient in number and distribution and competent to protect public health and safety

MISSION

The Health Systems Quality Assurance Division will promote and develop a competent and diverse workforce to protect public health and safety for all people in Washington State

HSQA Workforce Initiative

- Looked at workforce development along a continuum, beginning with the academic pipeline and ending in a health care career
- Focused on how we could directly and indirectly increase the number and diversity of people in our health care workforce

Diversity Component: Rules

Reviewing licensing rules for opportunities to:

- Eliminate unnecessary barriers
- Clarify conditions for licensure of new foreign nurse applicants
- Allow multiple methods to demonstrate competency

Diversity Component: Boards and Commissions

- 15 of the 24 Boards, Commissions and Advisory Committees have at least one member of color. Of those,
 - Diversity ranged from 7% to 50%
 - Average was 15%
- 9 have no minority representation

Diversity Component: Boards and Commissions

Overall Diversity of Commissions Vs.
Overall Diversity of Professions:

	<u>Board</u>	<u>Profession</u>
Medical	32%	12%
Nursing	27%	10%
Dental	17%	11%
Dental Hyg.	0%	11%

Diversity Component: Recruitment

1995-2001 State J-1 Visa Waiver Program:

- Waives the return to home country requirement for up to 20 foreign physicians a year that agree to practice in a health professional shortage area

Diversity Component: Recruitment

1995-2001 J-1 Visa Waiver Program

Physicians came from:

Middle East	25	Canada	7
India	24	Africa	2
C. & S. America	23	Greece	1
Asian/PI	20	U.K.	1
Russia/E. Europe	15		
		TOTAL	118
Spanish Speaking	33		

Diversity Component: Enumeration

- Piloting the Washington Rural Health Provider Database, which includes a question on race/ethnicity
- Provided funding to a local Workforce Development Council to assess its health care workforce

Diversity Component: Academic Pipeline

Partners with Washington's two AHECs to:

- conduct academic pipeline development activities, including K-12 math and science educational programs
- conduct programs to expose students working towards a health care career to serve in rural and under-served communities, e.g., the Chicano/Latino Mentorship Network

PROJECT H.O.P.E. (Health Occupations Preparatory Experience)

A DOH pilot program to provide minority and rural students the opportunity to experience working in health care.

Program Components



- 6 week Summer internships
 - 🚑 20 hours per week
- \$600 stipend per student
- Internships in local health care facilities in proximity to students' homes

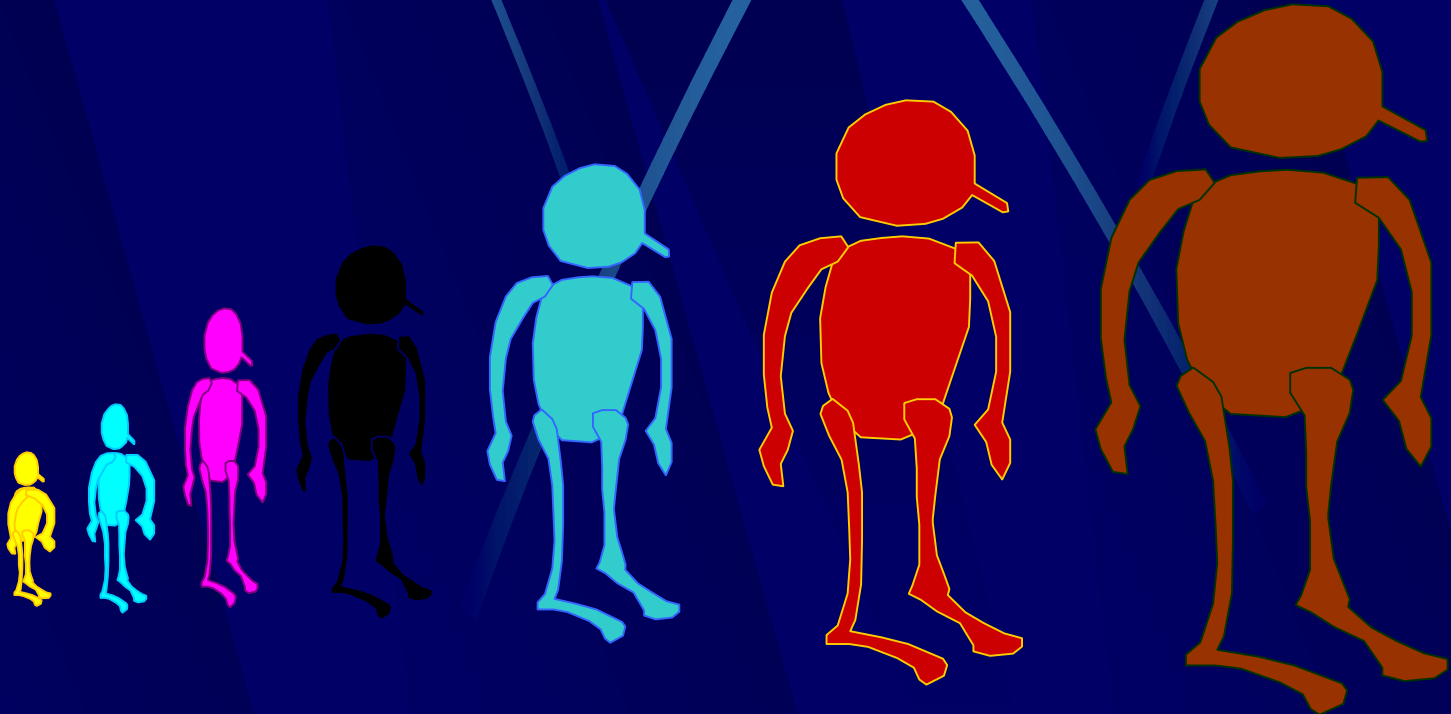
Program components cont.

- Area Health Education Centers to administer
- Local coordinators at each facility
- Dept. of Health provides funds & statewide coordination



2002 Student Selection

A diverse background of cultures, ethnicity and geographic areas in the state represented by 140 statewide applicants for 2002 program.



2001 Student Diversity

Western WA.

Hispanic	3
Vietnamese	2
Filipino	1
Korean	1
Malaysian	1
Asian	2
Total =	10

Eastern WA.

Hispanic	6
Native American	1
Multi-Ethnic	1
Total =	8

2002 Student Diversity

Western WA.

Hispanic	10
Caucasian	5
Vietnamese	4
Native American	3
Chinese	2
Filipino	1
Korean	1
Cambodian	1
African American	1
<u>East Asian Indian</u>	<u>1</u>

Total = 29

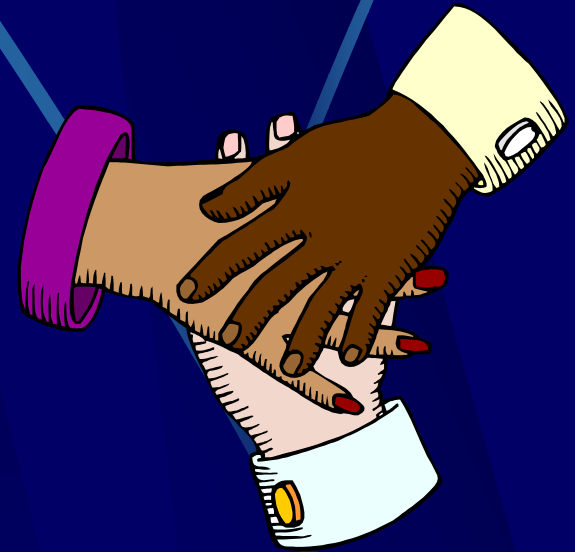
Eastern WA.

Hispanic	13
Caucasian	6
Native American	1
Vietnamese	1
African American	1
<u>East Asian Indian</u>	<u>1</u>

Total = 23

Choosing & working with Health Care Sites

- Hospitals
- Outpatient Clinics
- Long Term Care Facilities
- Dental Clinic
- Public Health Depts.
- Community Health Centers
- Complementary /Alternative Medicine Clinics
- Tribal Health Clinics



Student Intern Experience

Joyce Beltran

- Senior at Ingraham High School
- interned at Steven's Health Care
- Edmonds



High School Guidance Counselor Jenny Hernandez



Chief Sealth High School



West Seattle





PROJECT HOPE

